

Business Voice

LAS VEGAS METRO CHAMBER OF COMMERCE | LVChamber.com | NOVEMBER 2016

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Team Vegas

KRISTIN MCMILLAN
PRESIDENT & CEO

Las Vegas always has been a city poised to reinvent itself. In mid-October, our state legislature met for a special session to debate two critical infrastructure projects that represented the resolve of Las Vegas, once-again, to stay at the top of its game: the renovation and expansion of the Las Vegas Convention Center and construction of an NFL-ready stadium that would also house UNLV's football program.

Over the last year and a half, I was privileged to have served on Governor Sandoval's Southern Nevada Tourism Infrastructure Committee, representing the general business community. We considered a vast amount of information related to these investments, deliberated on the merits of the proposals and plans brought before us and, after fifteen months of meetings, voted unanimously to send draft legislation to Carson City. During the session, I testified in favor of the legislation at the Senate Committee of the Whole, and the Chamber government affairs team was on the ground working steadily on behalf of these proposals during the entirety of the week. In addition, I also published an op-ed on the merits of these two projects in the *Las Vegas Review-Journal*, which you can find a link to at LVChamber.com.

Legislation was, in fact, passed and signed by the Governor – a landmark undertaking and a linchpin to the next chapter of our bright economic future. We applaud Governor Sandoval's leadership and thank our state legislators for passing the bill to provide the opportunity for both of these much-needed projects to go forward.

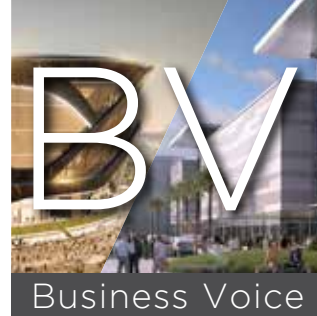
Why did we strongly lend our support?

Our competition is moving in fiercely. As the defending champion of the trade show business worldwide, Las Vegas needs to keep its facilities top notch to ensure that we can respond to the needs of the global events industry. Orlando, Chicago, San Francisco, and Boston are just a handful of cities that have made significant infrastructure investments in the last few years – with the goal of taking away market share from Las Vegas.

The stadium project, in addition to potentially being home base for an NFL team, will be a place for UNLV football to call home, welcome scores of alumni and fans, and create more opportunities to host major concerts, festivals, sporting events, and more. It will catapult our events industry forward, and keep us even more competitive in that regard, giving us the ability to host events previously unavailable to us.

These projects will be financed through private investments and a modest increase to the hotel room tax – not local taxpayer dollars. They will create thousands of both construction and permanent jobs, keep our global brand strong to continue to attracting visitors to Las Vegas and generate significant incremental public revenue for our state's general fund, local governments and education. An important addition for our members is the requirement that at least 15 percent of the stadium project must be subcontracted to eligible local small businesses in Southern Nevada.

Whether you are a fan of football or not, or work in the hospitality or convention industry or not, our city and our businesses will benefit from these investments for decades to come. Team Vegas, all the way.



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575 Symphony Park Avenue, Ste. 100
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President & CEO
Las Vegas Metro Chamber of Commerce

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Greta Beck-Seidman **9/23/2016**

I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).

PS Form 3526, August 2012 (Page 2 of 3)

Table of Contents

NOVEMBER 2016

- 6 Chamber News
- 7 For Your Benefit
- 8 News You Need
- 10 Your Scene | You're Seen
- 12 Working for You
- 14 **Game Changers**
- 18 Yes on Question 5
- 20 What's Happening
- 22 PREVIEW Las Vegas
- 24 Member Spotlights
- 26 Keeping Your Business Safe
- 28 Member News
- 30 Ribbon Cuttings
- 34 New EEOC Reporting Rules
- 36 Vegas Young Professionals
- 38 The Final Word



Chamber News

Business Excellence Awards

Celebrate the spirit of the Las Vegas business community at the annual Business Excellence Awards Luncheon, sponsored exclusively by Nevada State Bank. During the ceremony, the Metro Chamber will recognize the cultivators, groundbreakers, innovators, trailblazers and trendsetters who make Southern Nevada a vibrant, dynamic, and diverse business community. During the program, the Chamber will also recognize several members as they celebrate milestone membership anniversaries with the Chamber. The Business Excellence Awards will be held Friday, November 4, at 11:00 a.m., at the MGM Grand Conference Center. For more information on the Business Excellence Awards or to register for the luncheon, visit LVChamber.com or call 702.641.5822.



Save the Date for the Metro Chamber's Annual Installation Luncheon

Join the Metro Chamber as Bill Noonan, senior vice president of industry and governmental affairs at Boyd Gaming Corporation, is sworn in as the chairman of

the 2017 Board of Trustees. Noonan will share his vision for the business community in 2017, as well as give a glimpse of the Metro Chamber's priorities and agenda, and highlight how the Metro Chamber continues to evolve to serve its members and the community. This luncheon is an opportunity to connect with Chamber leadership and gain insight into what you, as a Metro Chamber member, can expect for the coming year. The luncheon is Thursday, December 8, at The Cosmopolitan of Las Vegas, from 11:30 a.m. – 1:00 p.m. For more information or to purchase tables and seats, visit LVChamber.com or call 702.641.5822.

Prepay Your 2017 Dues and Save!

This month, Metro Chamber members will receive a statement giving them the option to prepay membership dues. By prepaying dues before December 31, 2016, members can get a head start on budgeting for 2017 and can take advantage of potential tax savings, as well as be entered into a drawing for a **free Preview Las Vegas booth** or **full-page ad in the *Business Voice***. Discounts are also given for prepaying for a two or three-year membership. If you would like more information on prepaid dues or if you have not received your prepaid dues statement by November 15, contact the Metro Chamber accounting department at 702.641.5822.

Celebrate Great Service at the Customer Service Excellence Luncheon!

Honor the dedicated customer service stars of the Las Vegas community at the annual Customer Service Excellence Luncheon. Join the Metro Chamber and the Las Vegas Convention and Visitors Authority to celebrate employees who have continually gone above and beyond to provide excellent service to their customers. Recognize those individuals who give excellent customer service and make our city a world-class travel destination. The luncheon will be held Tuesday, November 15, at 11:30 a.m. at The Orleans Hotel & Casino. For more information or to register, visit LVChamber.com or call 702.641.5822.

For Your Benefit



Nevada Drug Card: As Flu Season Approaches, a FREE Employee Benefit Can Help Recoup Costs

The Metro Chamber is proud to partner with Nevada Drug Card, a FREE prescription assistance card that you can distribute to your employees and their families – just in time for the flu, coughs, colds, and the myriad of other bugs that appear during cold weather months.

The cards are pre-activated and can be used immediately, with no enrollment forms or waiting periods. Cards can be used regardless of medical history, and can be used even if you offer insurance to your employees, as Nevada Drug Card can provide valuable savings if you incur heavy costs for out-of-network prescriptions. Nevada Drug Card also covers brand and generic prescriptions. In some instances, the card has provided savings of up to 75 percent for users. In addition, Nevada Drug Card partners with Children's Miracle Network hospitals to give back to the communities – so even when you and your employees are sniffing, your prescription is benefitting more than just the name on the prescription bottle.

Employers and employees – as well as their family members – can download a free card at nevadadrugcard.com. It can be saved onto a smart phone for easy access at more than 68,000 pharmacies across the country. For more information on getting hard copy cards for your company, visit LVChamber.com or call 702.641.5822.



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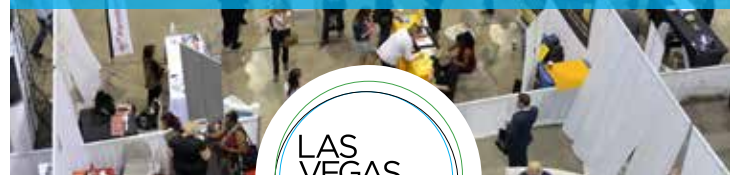
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**GET YOUR BRAND IN
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BUSINESS COMMUNITY!**



Sponsoring a Metro Chamber program or event gives your business opportunities to be seen to the Southern Nevada business community. Metro Chamber program sponsorships fit a variety of business sizes, industries, and budgets.

For more information on a sponsorship package, contact Greta Beck-Seidman at **702.586.3828** or gseidman@lvchamber.com today.

News You Need



SBA Announces Open Network for Board Diversity (ONBOARD)

The U.S. Small Business Administration recently announced a new public-private partnership with LinkedIn and other professional organizations to address the lack of women and diversity in leadership within U.S. small businesses. The initiative aims to expand the number of women and minorities on corporate boards and in C-level positions and significant leadership roles within high-growth small businesses, especially those in which Small Business Investment Companies (SBICs) invest. With more than 400 million members and more than two million groups using its service, LinkedIn provides the platform to convene organizations and leaders who have committed to increasing access for diverse candidates to join boards. Active members of the group will benefit from exposure to SBICs and member institutions, as well as information and insights shared by other members of the group. As a community-led initiative, partner organizations will be able to help contribute and curate content and participation. For more information, visit sba.gov.

Election Day is November 8: Be Sure To Vote!

Election Day is Tuesday, November 8, from 7:00 a.m. – 7:00 p.m. Federal, state and local candidates for a variety of offices, as well as five ballot initiatives, will appear on your ballot. Early voting is open and will remain open until November 4. Clark County's election website details all of the information you need to vote on Election Day, including signing up for an electronic sample ballot, viewing your polling place, and reviewing your registration data. For more information on all Election Day material, including early voting, visit clarkcountynv.gov.



Open Enrollment: Happening NOW!

Starting November 1, you can enroll in health insurance with coverage beginning January 1, 2017. In preparation for enrollment, healthcare.gov has a few tips to make the most of your open enrollment experience. Before you enroll, get a quick overview of the marketplace and mark key dates on your calendar to ensure coverage before January 1. Also, make sure you gather the documents required so you can apply and stay up-to-date on the latest health care information by signing up for email and text reminders. Your health insurance broker or employer should contact you with enrollment options and to ensure the coverage you have is still a good fit. For more information on open enrollment and for help choosing a plan that's right for you and your employees, call Chamber Insurance & Benefits at 702.641.5822.



Small Business Saturday

American Express' flagship small business initiative, Small Business Saturday, will take place Saturday, November 26, across the country. In 2015, an estimated 95 million people went out to shop at small businesses on Small Business Saturday, so don't miss out on what's commonly referred to as the "biggest day of the year for small business."

To help promote your business as a participant, visit shopsmall.org. From the website, participants can download free printable signage and postcards, email templates and social media content, Shop Small logos, and infographics. American Express card merchants also have access to free online ads and an appearance on the official Shop Small map.

The Metro Chamber is also proud to support its member businesses during Small Business Saturday. Stop by the Metro Chamber offices and grab balloons, flyers, and additional swag for your small business on the Shop Small Wall at the Chamber offices. You can also submit special promotions or events to Danica Torchin, at dtorchin@lvchamber.com, for a chance to be published on the Metro Chamber's social media networks and in an email blast. For more information on Small Business Saturday, visit shopsmall.org.



What Does Your Future Hold?

The **Lee Business School** and the **Center for Business & Economic Research** present Southern Nevada's premier forum of economic analysis and insight—the **UNLV Economic Outlook**. Hear from industry experts Dr. Bo Bernhard and Dr. Stephen Miller as they unravel and interpret the economic data needed for decision and policy making in the new year.

UNLV 2017 ECONOMIC OUTLOOK

Tuesday, December 13, 2016

8:00-10:30 a.m.

M Resort Spa Casino

Tickets available at:

<http://cber.unlv.edu/outlook.html>

702.895.3191

Each paid registration includes an electronic copy of the Economic Outlook publication.

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CENTER FOR BUSINESS
AND ECONOMIC RESEARCH

Your scene | You're seen

Cocktails & Conversations featuring Clark County Commissioners Larry Brown and Steve Sisolak



Metro Chamber members and BizPAC donors heard from Clark County Commissioner Larry Brown on several issues important to the local business community during this installment of Cocktails & Conversations, which gives Chamber members the opportunity to network with elected officials and policymakers in a relaxed, social setting.

Don't tell us
**“YOU'RE ALL
ALIKE.”**

UNLV students come from more than 75 countries with all
world views. As one of the most diverse universities
in the nation, what we share—and what
brings us together—is our
differences.

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Working For You

GOVERNMENT AFFAIRS AND PUBLIC POLICY



As Las Vegas Metro Chamber of Commerce members, you play an important role in this month's General Election. Your engagement in supporting candidates that are committed to preserving Nevada's pro-business environment is critical to the future prosperity of Nevada's employers.

By voting during the 2016 General Election, you are sending a clear message that employers are invested in Nevada's election process. By taking the time to vote for Metro Chamber's endorsed candidates, you are helping ensure that pro-prosperity candidates will be elected to public office and actively help drive public policy in Nevada.

The Metro Chamber's Government Affairs Committee has made endorsements based on a candidate's voting record on the Chamber's priority bills (if incumbents), stated positions on policies important to businesses, understanding of issues impacting employers, and the regional economy, as well as the willingness to work with the Metro Chamber on a variety of issues.

The list of candidates reflects a broad base of individuals that understand the needs of employers, support job creation and are committed to a more prosperous future. These candidates need your support and you can do so by casting your vote during the General Election on Tuesday, November 8.

Another great way to support Metro Chamber endorsed candidates is to give to BizPAC. Your contributions to the Metro Chamber's political action committee, combined with the support of your fellow Chamber members, signifies a strong, collective, and unified employer community. Every dollar you give to BizPAC is an investment in your business and in Nevada's future. Your contribution helps strengthen the message that employers matter at the local and state levels of government.

The Metro Chamber offers you an incredible opportunity to succeed, be engaged, and invest in that success. Every contribution matters, and combined with contributions from thousands of other Metro Chamber members, your dollars can and will make a difference.

Hugh Anderson
Government Affairs Committee Chairman

Debra Gallo
BizPAC Chairwoman



LAS VEGAS METRO CHAMBER OF COMMERCE ENDORSED CANDIDATES



NEVADA STATE ASSEMBLY

AD 1	Daniele Monroe-Moreno	Democrat
AD 2	John Hambrick	Republican
AD 3	Nelson Araujo	Democrat
AD 5	Artemus "Art" Ham	Republican
AD 6	William McCurdy II	Democrat
AD 7	Dina Neal	Democrat
AD 8	Jason Frierson	Democrat
AD 9	David Gardner	Republican
AD 10	Chris Brooks	Democrat
AD 11	Olivia Diaz	Democrat
AD 13	Paul Anderson	Republican
AD 14	Maggie Carlton	Democrat
AD 15	Elliot Anderson	Democrat
AD 16	Heidi Swank	Democrat
AD 17	Tyrone Thompson	Democrat
AD 18	Richard Carrillo	Democrat
AD 19	Chris Edwards	Republican
AD 20	Ellen Spiegel	Democrat
AD 21	Derek Armstrong	Republican
AD 22	Keith Pickard	Republican
AD 23	Melissa Woodbury	Republican
AD 24	Amber Joiner	Democrat
AD 25	Jill Tolles	Republican
AD 27	Teresa Benitez-Thompson	Democrat
AD 28	Edgar Flores	Democrat
AD 29	Stephen Silberkraus	Republican
AD 30	Michael Sprinkle	Democrat
AD 35	Justin Watkins	Democrat
AD 36	James Oscarson	Republican
AD 42	Irene Bustamante Adams	Democrat

NEVADA STATE SENATE

SD 4	Kelvin Atkinson	Democrat
SD 7	David Parks	Democrat
SD 11	Aaron Ford	Democrat
SD 15	Heidi Gansert	Republican
SD 18	Scott Hammond	Republican
SD 19	Pete Goicoechea	Republican

CLARK COUNTY COMMISSION

CC A	Steve Sisolak	Democrat
CC B	Marilyn Kirkpatrick	Democrat
CC C	Larry Brown	Democrat
CC D	Lawrence Weekly	Democrat

CLARK COUNTY SCHOOL BOARD

Dist. A	Deanna Wright	Non Partisan
Dist. E	Patrice Tew	Non Partisan

BOARD OF REGENTS

Dist. 7	Mark Doubrava	Non Partisan
Dist. 13	John Moran	Non Partisan

STATE BOARD OF EDUCATION

Dist. 1	Tim Hughes	Non Partisan
Dist. 3	Felicia Ortiz	Non Partisan
Dist. 4	Mark Newburn	Non Partisan

BALLOT QUESTIONS

Question 5	Fuel Revenue Indexing	YES
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BIZPAC
LAS VEGAS METRO CHAMBER OF COMMERCE

Paid for by the Las Vegas Metro Chamber of Commerce. For more information on these endorsements, or to learn more about BizPAC's Strength in Numbers campaign, visit LVChamber.com.



L

ast month, the Nevada State Legislature passed a bill that will fund two major infrastructure projects paramount to our

region's future success. The first is the expansion and renovation of the Las Vegas Convention Center, one of the city's core economic engines, which is in need of significant improvements, updates, and expanded space to better serve our city's biggest convention clients. The second? An NFL-ready stadium for UNLV football to call home, giving Southern Nevada even more space for economic opportunities. Both of these infrastructure projects – now just a few short years from reality – will change our skyline, our economic prospects, and our future.

These two projects combined will generate an annual incremental economic impact of \$1.43 billion dollars, adding more than one million annual visitors and more than 1.8 million annual room nights. In addition, the projects will generate

more than \$84 million in annual public revenue (\$27.1 million for the state general fund, and \$57.1 million in revenue for local government).

From a jobs perspective, the two projects will create almost 14,000 new permanent jobs in the Southern Nevada community, as well as thousands of jobs to stimulate the construction workforce. When both projects are complete, they will also contribute more than \$32.4 million annually for state and local education through additional room tax collection.

THE CONVENTION CENTER EXPANSION

The Las Vegas Convention Center, now 57 years old, has gone more than 15 years since a significant renovation, and other cities are catching up. In the last few years, Las Vegas' major competitors for major trade shows and conventions have been not-so-quietly upgrading their facilities and packing in top-notch amenities to attract shows

that have been in Las Vegas for years. Chicago, Orlando, San Francisco, Seattle, and Boston have each made major investments, ranging from \$1 billion to \$1.5 billion for each city in renovations, improvements, and additions to their respective convention centers and meeting spaces, all with the goal of luring away some of Las Vegas' biggest conventions and economic engines. The renovation of the convention center isn't just a "nice to have" – it is necessary to maintain our market share.

According to the Las Vegas Convention and Visitors Authority (LVCVA), which operates the convention center, its facilities need to be upgraded and expanded to continue to attract the world's biggest conventions. CES, responsible for \$270 million in economic impact each year, has stated that it needs an additional 600,000-square-feet of space to continue coming to Las Vegas. In addition, representatives from CONEXPO-CON/AGG have also



CHANGERS

Photo provided by the Las Vegas Convention and Visitors Authority

called upon the LVCVA to upgrade the convention center facilities to continue to remain attractive to major conventions and shows. While Las Vegas has maintained its position as the number one convention destination for decades, it should not be assumed that we can stay at the top without making these necessary investments – especially when our competitors are.

Conventions accounted for 5.9 million visitors in 2015, and the expansion should translate to about 610,000 additional annual visitors, with an additional annual economic impact of approximately \$810 million (the current annual economic impact of the Las Vegas Convention Center is \$2.1 billion). The expansion will create more than 7,800 full-time permanent jobs, and more than 13,000 construction jobs.

In addition to 600,000-square-feet of extra convention space, the expansion project will also upgrade the existing facilities, create indoor and outdoor spaces, revamp

concession areas, and provide additional amenities to guests, creating more than just a place to have a meeting, hold a trade show, or welcome a conference. It is cultivating a world-class, one-of-a-kind *experience* – something in which Las Vegas has excelled for nearly sixty years.

THE STADIUM

The Las Vegas Dome – a domed stadium that could potentially house the Raiders, should their relocation plans come to fruition – represents the next iteration of Las Vegas' growth as a major events city. With the stadium seating 65,000 people, it could not only house an NFL team, but also major concerts and music festivals, sporting events (such as the NCAA finals, the Pro Bowl, professional soccer and rugby, major super cross events and boxing matches, and other bowl games), and other major events previously unavailable to Las Vegas due to space and logistical restrictions. Such opportunities will widen our footprint

on the global events industry.

In addition, the stadium will also act as home field for our UNLV Rebels, giving the university's football program the distinction of being the only school sharing its game day field with a professional football team. More so, as the university continues with plans to advance to a major conference, an upgraded stadium that reflects community investment is one of the most compelling factors considered.

The impact of the stadium is a mix of the tangible and intangible. The stadium (with the NFL included) will support 6,000 permanent jobs and nearly 18,000 construction jobs, contributing more than \$335 million in direct spending, total output, and wages to Clark County. There are also myriad media exposure opportunities with an NFL franchise or several of the major events possible with a stadium. In addition, the intangible benefits of a stadium and an NFL franchise, measured in 2005 during a study conducted

"BOTH OF THESE INFRA-STRUCTURE PROJECTS – NOW JUST A FEW SHORT YEARS FROM REALITY – WILL CHANGE OUR SKYLINE, OUR ECONOMIC PROSPECTS, AND OUR FUTURE."

by Indianapolis to understand the overall value of the Colts to Indiana yielded nearly \$84 million in value of intangible benefits – excitement and interest, civic pride and impact, and other benefits that can lead to a more cohesive and unified community.

The Raiders' move to Las Vegas is now predicated on the NFL owners voting on whether or not to allow the team to move from Oakland, as well as a finalized development deal. A three-quarters majority is required for the vote, so 24 of the 32 owners will need to vote in favor of the move for it to pass. If the Raiders opt not to move to Las Vegas, a smaller stadium will be built to bolster our events infrastructure and provide new facilities for UNLV's football program.

WHERE THE MONEY COMES FROM

The funding for these construction projects will derive from an increase in Clark County's hotel/lodging room tax rate. Room tax, generated by visitors and through room nights, is meant to contribute to the growth and development of Nevada's core tourism industry to ensure that it thrives and enables necessary contributions to the community at-large. *This also means that Nevada taxpayers will not shoulder the burden of paying for these projects.*

The room tax rate will increase by 0.88 percent for the resort corridor, and a lower rate of 0.5 percent will be used for hotel tax assessed outside of the resort corridor. The legislation determined and passed by the State Legislature in October provides for \$420 million to be used for the expansion and renovation of the Las Vegas Convention Center, and authorizes \$750 million in public contribution towards the stadium. The remainder of the stadium's

\$1.9 billion price tag will be paid by private investments, and the stadium will be owned by the public.

During the special session, the legislature also authorized the Clark County Commission to raise the county sales tax by 0.1 percent to hire 311 new police officers, 66 of which will be allocated to the resort corridor and 245 in communities throughout Clark County.

CHAMBER INVOLVEMENT

The Metro Chamber was in Carson City for the entirety of the special session, and Chamber President and CEO Kristin McMillan testified in support of the bill after serving on the Southern Nevada Tourism Infrastructure Committee that made these pivotal infrastructure recommendations to Governor Sandoval and the Legislature.

The Metro Chamber also sent out a survey on behalf of the Raiders to gauge interest in season tickets, box seating, and other amenities.

As additional information and news is released regarding the convention center expansion and the stadium, check in with the Metro Chamber through its biweekly newsletter, "The Rundown," as well as its weekly emails and in future issues of the *Business Voice*. As an important issue critical to the future of our city, job creation, and economic development, the Metro Chamber will be there every step of the way.

LAS VEGAS STADIUM

CONVENTION CENTER



450,000
Annually

VISITORS

610,000
Annually



6,000
Permanent
18,000
Construction

JOBS

8,000
Permanent
13,800
Construction



\$35 million
Incremental tax revenue
earned by stadium
(\$14.6 estimated for the
state's General Fund)

**TAX REVENUE
CREATED**

\$49 million
Incremental tax revenue
earned by convention
center expansion



\$830 million
Annually

**ECONOMIC
IMPACT**

\$2.1 billion
Construction-related

\$810 million
Annually from expansion

QUESTION 5

VITAL TO LOCAL ECONOMY



By Hugh Anderson and Danny Thompson | Originally appeared in the Las Vegas Review-Journal

G

rowing communities need efficient, safe, well-maintained and convenient transportation infrastructure. The county's current fuel revenue indexing policy, which began in 2013, is scheduled to sunset this year. Unless voters approve an extension in the November election, Clark County will not have the resources to keep up with our growing transportation infrastructure needs.

That's why the Las Vegas Metro Chamber of Commerce, Council for a Better Nevada, Nevada State AFL-CIO, and Nevada Economic Development Coalition have come together to support Question 5 on the November 2016 ballot.

The fuel revenue indexing concept was originally approved by the Legislature, Gov. Brian Sandoval and the Clark County Commission as a way to improve transportation and infrastructure by tying a portion of fuel tax that motorists pay at the pump to inflation for a three-year period. Question 5 — Fix Our Roads — will ask voters to approve

the continuation of fuel revenue indexing for 10 years.

It is estimated that the increase will be affordable — fewer than 2 cents per gallon in the first few years and never increasing more than 4 cents per gallon in any year.

Voting yes on this ballot question will provide for safer roads and highways, the maintenance of our roads, reduced traffic congestion and shorter commutes — thus saving residents money from wasted time, fuel and traffic incidents. In addition, up to 25,000 additional jobs will be created. The fuel tax can be used only for road and highway improvements in Clark County and will be subject to public disclosure, accountability and audits.

So far, the tax has funded more than 220 critically needed road and highway projects in Clark County and created thousands of direct and indirect jobs. These projects ensure residents, visitors and commercial goods efficient and safe transport and travel through our area.

Still, population and economic

growth in Clark County continue to put a strain on the county's roads and highways. By 2025, Clark County is expected to grow to 2.7 million people. This, along with more than 53 million visitors traveling to Las Vegas, could lead to increased traffic congestion and longer commute times. Extending the fuel tax indexing will help us meet the transportation needs of our growing community, while also supporting thousands of jobs.

Please join us in voting yes on Question 5. Approval of this measure will ensure we have the means to fix our roads, improve public safety for all citizens, and build the infrastructure we need to create jobs and keep up with our growing economy.

Hugh Anderson is government affairs chairman for the Las Vegas Metro Chamber of Commerce. Danny Thompson is executive secretary-treasurer of the Nevada State AFL-CIO. The essay was also signed by John Ritter, chairman of Council for a Better Nevada, and Jay Barrett, a board member with the Nevada Economic Development Coalition.

You could be making extra money this holiday season.



Doing something that doesn't involve a Santa costume.
(Unless you're feeling really festive)



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What's Happening

PLACES TO BE. PEOPLE TO MEET. THINGS TO KNOW. IN **NOVEMBER**.

How to Register:

Visit LVChamber.com and
click on the Events Calendar.

Call 702.641.5822.

CHAMBER UNIVERSITY

NOVEMBER 4

What You Need to Know About the NEW U.S.
Department of Labor Overtime Rules

NOVEMBER 18
Procurement 101

1

TUESDAY, NOVEMBER 1 CHAMBER VOICES TOASTMASTERS

Become a better speaker and a more effective presenter by joining Chamber Voices Toastmasters. Open to all members.
11:30 a.m. – 12:45 p.m.

**Las Vegas Metro Chamber of Commerce
575 Symphony Park Ave., Ste. 100**

\$63 every six months. Guests always complimentary.

1

TUESDAY, NOVEMBER 1 CHAMBER CONNECTIONS

Chamber Connections is a dedicated leads group comprised of professionals from a variety of industries. This is a place for professionals to grow their network and their businesses by sharing contacts, referrals and ideas.

5:30 – 7:00 p.m.

**Las Vegas Metro Chamber of Commerce
575 Symphony Park Ave., Ste. 100**

Contact chamberconnections@lvchamber.com or call 702.641.5822 for space availability and cost.

4

FRIDAY, NOVEMBER 4 BUSINESS EXCELLENCE AWARDS

Celebrate the diversity, creativity and ingenuity of the local business community at the Business Excellence Awards Luncheon.

11:00 – Noon: Reception

Noon – 1:00 p.m. Program

**MGM Grand Conference Center
3799 Las Vegas Blvd. South**

\$60 Members

\$75 Non Members

\$75 Walk-ins

\$600 table of 10

Exclusive Sponsor: Nevada State Bank

14

MONDAY, NOVEMBER 14 VEGAS YOUNG PROFESSIONALS TOASTMASTERS

The VYP Toastmasters group is for all members to aid in the development of speaking, presentation and leadership skills.
6:30 – 8:00 p.m.

**Las Vegas Metro Chamber of Commerce
575 Symphony Park Ave., Ste. 100**

Complimentary for guests

\$63 to join, \$39 every six months.

Presenting Sponsors: Cox Communications and UnitedHealthcare

15

TUESDAY, NOVEMBER 15 CUSTOMER SERVICE EXCELLENCE LUNCHEON

Great customer service deserves to be celebrated. Join the Las Vegas Metro Chamber of Commerce and the Las Vegas Convention and Visitors Authority to celebrate this year's customer service stars and the Customer Service Excellence Person of the Year.

11:30 a.m. – Noon: Registration and Networking

Noon – 1:15 p.m.: Program

**The Orleans Hotel & Casino
4500 S. Tropicana Ave.**

\$45 Members and Non-Members

\$450 Table of 10

Platinum Sponsors: Boyd Gaming, Cox Communications, Southwest Airlines

Gold Sponsors: Office Depot, Southwest Gas, Sunrise Health System

Media Partner: KTNV Channel 13

Program Partner: Las Vegas Convention and Visitors Authority

15

TUESDAY, NOVEMBER 15 CHAMBER VOICES TOASTMASTERS

See November 1

00 - CHAMBER EVENT

00 - VYP EVENT



November Sponsors:



15

TUESDAY, NOVEMBER 15
CHAMBER CONNECTIONS
See November 1

17

THURSDAY, NOVEMBER 17
VEGAS YOUNG PROFESSIONALS FUSION MIXER
Network in the comfort of The Library or mix and mingle in the indoor courtyard. Enjoy top-shelf cocktails and wind down a year of business-building with your fellow VYPeeps.
6:00 – 8:00 p.m.
Monte Cristo, inside Caesars Palace
3570 Las Vegas Blvd. S.
Online: \$10 for members, \$15 for non-members
At the door: \$15 for members, \$20 for non-members
Presenting Sponsors: Cox Communications and UnitedHealthcare
Media Sponsor: Vegas Seven Magazine

22

TUESDAY, NOVEMBER 22
NEW MEMBER ORIENTATION
Each participant will have the opportunity to introduce themselves and their business and network in a friendly and upbeat atmosphere, as well as get valuable information on Metro Chamber benefits, events and programs.
7:30 – 8:00 a.m.: Registration & Networking
8:00 – 9:30 a.m.: Program
Las Vegas Metro Chamber of Commerce
575 Symphony Park Ave., Ste. 100
This event is open exclusively to all new members of the Las Vegas Metro Chamber of Commerce. Limited to two individuals per company.

28

MONDAY, NOVEMBER 28
VEGAS YOUNG PROFESSIONALS TOASTMASTERS
See November 14

29

TUESDAY, NOVEMBER 29
BIGWIG LUNCH TIME WITH JUSTIN WENIGER
Hear from Justin Weniger, CEO of Life is Beautiful and co-founder of WENDOH Media, on his professional journey. Gain valuable business insights and information from one of Las Vegas' most influential community figures.
11:30 – Noon: Registration & Networking
Noon – 1:00 p.m. Program
Las Vegas Metro Chamber of Commerce
575 Symphony Park Ave., Ste. 100
\$15 Pre-registered
\$20 At the door
Presenting Sponsors: Cox Communications and UnitedHealthcare
Media Sponsor: Vegas Seven Magazine

SAVE THE DATE!
THURSDAY, DECEMBER 8
METRO CHAMBER INSTALLATION LUNCHEON
Join the Las Vegas Metro Chamber of Commerce as Bill Noonan, Senior Vice President of Industry & Governmental Affairs for Boyd Gaming Corporation, is sworn in as Chairman of the 2017 of the Metro Chamber Board of Trustees. He will share his vision for the Metro Chamber in 2017, as well as his insights on what's in store for the Las Vegas business community for the coming year. Don't miss this opportunity to meet and engage with Metro Chamber leadership!
11:30 a.m. – Noon: Registration & Networking
Noon – 1:00 p.m.: Program
The Cosmopolitan of Las Vegas
3708 Las Vegas Blvd. South
\$65 Chamber members
\$75 Non-members
\$650 Table of ten

PREVIEW

Las Vegas

Investing in Your Business' Brand for 2017

“W

hat's next?" It's the question that nearly 2,000 business professionals ask as they enter Preview

Las Vegas, the Metro Chamber's annual conference and trade show. During this dynamic half-day event, conference speakers give information and insights, and attendees look to the exhibit floor to see what's next in the local business market.

"As a small business owner and Metro Chamber member, I consider Preview Las Vegas to be one of the best gatherings in the city in regards to creating economic diversity and empowerment," says John Pinnington, owner of AA Printing Service and longtime Preview Las Vegas exhibitor. "Every year, it seems that more people attend, more stimulating presentations are given, and more businesses are able to grow their brand."

Exhibiting at Preview Las Vegas put YOUR business front-and-center to business professionals, the majority of whom are empowered to make purchasing decisions on behalf of their companies. Preview Las Vegas has been an ideal venue for introducing new products, reacquainting the market with your services, and familiarizing your key staff members with leaders of the Southern Nevada community. Your brand is on blast to a key segment that represents a major chunk of purchasing power within the Valley at a time when professionals are looking for service providers for the coming year.

Exhibit booths start at just \$1,275 and include pipe and drape, a six-foot table, two chairs, ID sign, and electricity if requested, as well as listing on the official Preview Las Vegas website with a link to your company's website.

Exhibitor opportunities are available **exclusively** to Metro Chamber members. Preview Las Vegas will be held Tuesday, January 24, at the Thomas and Mack Center – Cox Pavilion, from 7:00 a.m. – 1:30 p.m. Booths are now available at LVChamber.com or by calling 702.641.5822. Register early and select your booth space.



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President's Club

(B) Linda Johansen-James

President/Chief Operating Officer – American Kiosk Management

Founded in 1997, American Kiosk Management, which represents Proactive Skin Care Products, employs more than 1,500 employees in the U.S. and Canada. Johansen-James was the director of membership and marketing for the Salt Lake Area Chamber of Commerce and also CEO of her own marketing company. Johansen-James has been active in St. Jude Children's Research Hospital and has served as the treasurer of Camp Soaring Eagle Camp Foundation in Sedona, Arizona.

(A) Edward Domanico

Director of Environmental Affairs – AET Environmental

Edward J. Domanico is director of environmental affairs for AET Environmental, a leading and highly credentialed provider of environmental and industrial services, hazardous waste handling, and remediation in Nevada. Domanico is responsible for AET's regional strategic marketing policies, as well as expanding the company's operating capability throughout the state and in the region. Domanico brings more than 22 years of environmental experience to this role as an industry leader in developing environmental policies and executing programs to shape environmental excellence.



(D) Tom Axtell

General Manager – Vegas PBS

Tom Axtell has worked at broadcast stations in Minneapolis/St. Paul, Fargo/Morehead, Spokane, and Milwaukee. Prior to his career in broadcasting, Axtell served as a college vice president for advancement, legislative aid to a state senator, political campaign manager, and swimming coach. Axtell currently has served on several Nevada boards and councils including the Nevada Broadcaster's Association, Nevada Atomic Testing Museum, and United Way of Southern Nevada.

(C) Spencer Stewart

Chancellor – WGU Nevada

Spencer Stewart serves as chancellor of WGU Nevada. Accredited by the Northwest Commission on Colleges and Universities, WGU Nevada is a nonprofit, online university offering affordable, high-quality degree programs for working adults in the state. Prior to joining WGU Nevada, Stewart spent 14 years helping build Nevada State College. Stewart earned a doctorate degree from the University of Pennsylvania, a master's degree from the University of Nevada Las Vegas, and a bachelor's degree from Brigham Young University. A native Nevadan, Stewart resides in Henderson with his wife and three children.

Spotlights

(E) Bart Jones

CFO – Merlin Contracting & Developing, LLC

Merlin Contracting & Developing, LLC, is the premier custom home builder in the Las Vegas Valley. Bart Jones, a Las Vegas native, graduated from UNLV in 1975 before owning, managing, and marketing agricultural businesses, and developing facilities for processing agricultural products on the big island of Hawaii. In 1994, Jones and his wife Cory returned to Las Vegas to work with his brother Stephen Jones, president of Merlin Contracting.



(F) Chris Griffin

Las Vegas Office Managing Partner, Office Audit Leader & AERS Partner – Deloitte

Chris Griffin leads Deloitte's Las Vegas office practice. He has more than 21 years of professional experience serving public and private companies and specializes in travel, hospitality and leisure, and real estate. Griffin serves in an advisory and EQCR capacity to several public companies. He is experienced with multinational Fortune 500 audits. He has assisted clients with mergers & acquisitions, IPOs, and transaction structuring.

(G) Nicholas Opalich

President & COO – ProCare Rx Western Headquarters & Operations

Nicholas Opalich has been a founder of several specialty pharmacy and infusion entities that were ultimately merged with larger healthcare entities. In 2002, he launched Strategica Health Partners, LLC, a successful healthcare consulting firm. In 2014, Opalich came together with ProCare Rx, leading the expansion and future growth for ProCare Rx. His established reputation for excellence in healthcare management, services, and products provides the leadership to guide ProCare Rx into new stages of productivity, growth, and development.



(H) Lori Nelson

Vice President, Corporate Communications – Station Casinos LLC

Since 2005, Lori Nelson has been responsible for the strategic development and implementation of the company's public relations activities including media relations, social media, and community relations for its 18 properties. She also serves as the company spokesperson. Nelson served on the Governor's Planning Commission for Nevada's 150th celebration, is a 1999 graduate of the Las Vegas Metro Chamber of Commerce Leadership Las Vegas, and served as president of Child Focus at St. Jude's Ranch. She currently sits on the Metro Chamber Board of Trustees and is the president of the Leadership Foundation of Greater Las Vegas' Board of Directors.



Keeping Your Business Safe This Holiday Season:

Avoiding
the Ultimate
Holiday
Humbug

For many businesses, the holiday season means increased traffic, more cash flow, and ending the year on a high note. But it is also open season for crime, especially those involving property and personal theft. To avoid your business and employees becoming victimized this holiday season, here are a few tips and best practices to put into place as you put up your tinsel:

STAY VIGILANT.

Be sure you and your employees have an eye on customers in the store, as well as the goings-on around the perimeter of your location. Keep any store fronts, windows, and doors clean and clear so you can see out, and police and passers-by can see inside your business. If you have security camera, panic buttons, or an alarm system, this is a great time to test it and be sure your staff knows how to use these systems properly.

KNOW YOUR NEIGHBORS AND ENACT A BUDDY SYSTEM.

Especially if employees are leaving work with large amounts of cash (such as servers, bartenders, and other service professionals), put into place a buddy system so no one leaves alone. With your neighboring businesses, be sure to introduce yourself and familiarize yourselves. If possible, it's a good idea to have the last person at your business walk out with the person closing up at a neighboring business.

SEE SOMETHING, SAY SOMETHING.

If you or an employee notice suspicious behavior, such as packages left unattended for a long period of time or loitering individuals lurking around back doors and service entrances/exits, be sure to report it to security or police. It is always better to be safe than sorry.

CHANGE YOUR ROUTINE.

Criminals looking to rob businesses search for patterns. For example, if you take deposits to the bank every day at the same time, you can fall victim to those looking to rob you. By periodically changing the time when you make key transactions and business activities involving inventory or finances, you avoid this potential risk.

CHECK YOUR INVENTORY BY THE ENTRANCES/EXITS.

Law enforcement caution store owners not to place expensive merchandise close to entrances and exits to avoid a "snatch and grab" situation.


TRAIN YOUR EMPLOYEES.

Be sure your employees, especially new hires, are familiar with their surroundings and responsibilities. Make sure they know exit procedures, what to do in the case of a fire, and how to respond in the case of a robbery or active shooter situation. Resources are available at sba.gov and dhs.gov for you to train your employees for these worst-case scenario situations.

DON'T FORGET TO SECURE YOUR INFORMATION!

Cyber criminals don't take holiday breaks. Now may be a good time to have a professional conduct an audit of your systems to ensure that your e-commerce platforms are compliant and secure against data breaches. If not, you could be liable if client or employee information is leaked. Be sure your IT professional tests your systems, and train your staff on acceptable use of systems and resources.

The holiday season is often a "make it or break it" time for businesses. Be sure your holiday season stays merry and bright by taking simple steps to stay vigilant.



REACHING BUSINESS ACROSS THE GREAT STATE OF NEVADA

2017

Advertising
& Planning
Calendar

Nevada
Business
THE DECISION MAKER'S MAGAZINE

DOWNLOAD AT NEVADABUSINESS.COM

Member News

RED - PRESIDENT'S CLUB MEMBER



Announcements



Robert K. Pretzlaff was promoted to **Dignity Health-St. Rose Dominican's** chief physician executive and president of **Dignity Health Medical Group Nevada**, and Gary S. Mono will assume the role of chief medical officer.



City National Bank has hired Heather Pearce as vice president and relationship manager for its Green Valley banking office and Kenia Hui as a business banking relationship associate in its core banking group in Nevada.



Denna Peoples was named executive assistant for **Clark County Credit Union**. In her role, Peoples will provide a wide range of administrative, project, and office support for the CEO and senior management team.



Howard & Howard Attorneys PLLC announced that Kaela Joyner has joined the firm. Joyner concentrates her practice in intellectual property with a focus on trademarks.

Brandywine Graphic Associates named Ken Johnson as new marketing director for its new Las Vegas ventures.

Duane Morris LLP named Jacquelyn Leleu as special counsel with a focus in employment law and commercial litigation.

Congratulations



Lewis Roca Rothgerber Christie LLP was recognized as a highly recommended law firm in Nevada by Benchmark Litigation. The firm's Las

Vegas attorneys Von Heinz, Dan Polsenberg, and Dan Waite were also recognized by the annual guide, which focuses exclusively on leading litigation firms and attorneys in the United States.



Jessica Sayles, CPA and **Houldsworth, Russo & Company** principal, was named Accounting Alumnus of the Year by the **UNLV Lee Business School**.

Dignity Health-St. Rose Dominican Hospitals' Siena Campus has been recognized as one of the best regional hospitals by U.S. News & World Report. The Siena Campus received the Best Regional Hospitals ranking for 2016-17, the only hospital in the Las Vegas Valley to receive the award.

The Las Vegas **Visiting Angels** office received the Everest Award for being the largest franchiser of all 550 offices in the United States and Canada.

Wheeling and Dealing

Boyd Gaming has completed its acquisition of **Aliante Casino + Hotel + Spa**. The property expands Boyd Gaming's presence to 10 properties in the Las Vegas Valley.

Commercial Executives Real Estate Services represented Makia Creations in the lease of 1,403-square-feet of office space located at 9121 W. Russell Road, Suite 212. The transaction is valued at approximately \$100,861.

Stimulus Technologies has signed a definitive agreement to acquire Anderson PC, a preferred provider of remote monitoring, technology management, and business transformation services for small to medium-sized businesses.

The Las Vegas Metro Chamber of Commerce is proud to provide members with a place to publish their current announcements as a benefit of membership. Email news items to pr@lvchamber.com or fax to Public Relations at 702.735.0320.

Upcoming Events

United Way of Southern Nevada's Women's Leadership Council will host its 9th Annual Women's Fall Suit Drive from 7:00 a.m. to 2:00 p.m. Friday, November 4, in the parking lot of **NV Energy** at 6226 W. Sahara Ave. It is collecting new and gently-used, clean professional attire to assist women in need. The drive helps women prepare for career opportunities and gain confidence to succeed during an interview and in the workplace. For more information, visit uwsn.org/wlc.

CenturyLink opened the application process for The CenturyLink Clarke M. Williams Foundation Teachers and Technology grant program, designed to help teachers implement technology in their classrooms to increase student achievement. Full-time and pre-K-12 teachers in public, private, or charter schools in CenturyLink local service areas in the U.S. are eligible to apply for a grant of up to \$5,000. For more information and to apply, visit centurylink.com/teachersandtechnology.

Community Service

Boyd Gaming kicked off another season of giving with a donation to **Three Square** food bank for \$50,000 toward their annual holiday match campaign.

The medical teams and staff at all **Comprehensive Cancer Centers of Nevada** treatment centers staged a "Pink Out" by donning pink scrubs, lab coats, clothing and more throughout October for Breast Cancer Awareness Month.

United Way of Southern Nevada's Day of Caring event brought together more than 1,000 volunteers to create a profound impact at 23 nonprofit agencies and 16 elementary and middle schools. This event is UWSN's largest, community-wide volunteer event celebrating the spirit and value of volunteering.

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Visit www.swgas.com/business or call 800-654-2765.



Ribbon Cuttings

PC - President's Club **\$** - Chamber Member Discount



ABSOLUTE DENTAL

Absolute Dental, located at 7320 S. Rainbow Blvd., Ste. 103, commemorated its newest location. From crowns to fillings, its dentists in Las Vegas and across Nevada are dedicated to making patients' visits a relaxing and comfortable experience. Call 702.450.0070 or visit absolutedental.com.



TOPGOLF

PC

Topgolf opened its Las Vegas location, a four-level entertainment venue with interactive golf games, an intimate concert venue, five bars, two pools, multiple cabanas, two luxury suites, dynamic event spaces, a Callaway fitting studio, retail shop and a chef inspired menu. Call 702.933.8458 or visit topgolflasvegas.com.



ALIGN YOUR SPINE

Align Your Spine celebrated its grand re-opening and ribbon cutting ceremony at 10470 W. Cheyenne Ave., Ste. 115 with free spinal screenings, wellness information, chair massages, networking, and more. Call 702.64ALIGN or visit alignyourspine.lv.com.



THE NATIONAL INSTITUTE OF MEDICAL AESTHETICS

The National Institute of Medical Aesthetics opened a world-class training and event facility in the heart of Las Vegas, located at 3993 Howard Hughes Parkway, Ste. 180. NIMA is the nation's leading provider of professional training in cosmetic lasers, injections, and advanced aesthetic procedures. Visit nima.edu.



LIBERTY DENTAL

Liberty Dental, located at 6385 S. Rainbow Blvd., celebrated 15 years in Nevada with a ribbon cutting. Liberty Dental is a privately held dental insurance corporation dedicated to managing and administration of dental benefits for private and government entities. Visit libertydentalplan.com.



DIRT DOG

Dirt Dog announced its grand opening at 8390 S. Rainbow Blvd. The "Official Hot Dog of Los Angeles" is now serving customers in Las Vegas. Dirt Dog includes dishes such as the ultimate bacon wrapped hot dog along with an elevated street food menu. Call 702.550.4682 or visit dirtdogla.com.

SPONSORED BY:



To arrange your ribbon cutting, contact Georgia Allen at 702.586.3838 or email gallen@lvchamber.com



MINUTEMAN PRESS

Minuteman Press, located at 1725 S. Rainbow Blvd., Ste. 16, celebrated its open house and ribbon cutting. Minuteman Press designs, prints, and promotes its customers and is committed to the highest level of customer service possible. Call 702.478.8587 or visit lasvegaswest.minutemanpress.com.



LARGE VISION BUSINESS NETWORK MIXER

Large Vision Business Network Mixer commemorated its 10-year anniversary and Visionary Awards networking mixer held at the Suncoast Hotel and Casino with local dignitaries, the Metro Chamber, and its clients and vendors. Call 702.639.6964 or visit pjproductionlive.com/LVBNM.html.



KNEADERS BAKERY & CAFÉ

Kneaders Bakery & Café is a fast casual restaurant known for its European breads baked daily in onsite hearthstone ovens, homemade sandwiches, fresh soups and salads, gourmet pastries, breakfast items, smoothies and seasonal beverages – all made to order. Call 702.831.5906 or visit fourfoodsgroup.com.



BRANCH BENEFITS CONSULTANTS

Branch Benefits Consultants commemorated its five-year anniversary. It is a full service, independent insurance agency dedicated to providing insurance products that provide quality protection with value pricing. Call 702.646.2082 or visit branchbenefitsconsultants.com.



SUNRISE BEHAVIORAL HEALTH LLC

Sunrise announced its first fully integrated medical behavioral health clinic licensed and approved by the Division of Public and Behavioral Health in Nevada. Sunrise addresses health problems with both medical doctors and licensed psychologists and serves children and adults. Call 702.209.0370 or visit sunriseclinics.org.



SQUEEZE IN RESTAURANTS

Squeeze In Restaurants, located at 5165 S. Ft. Apache Rd., Ste. 195-B, announced the grand opening of its first location in Southern Nevada. This is its sixth location in two states with another location opening soon in Henderson. Squeeze In serves breakfast and lunch daily. Call 702.485.3971 or visit squeezein.com.

Ribbon Cuttings

PC - President's Club **\$** - Chamber Member Discount



KONA GRILL

Kona Grill offers guests freshly prepared food, personalized service, and a warm ambiance that creates an exceptional, yet affordable dining experience. The menu features appetizers, salads, sandwiches, chicken, seafood, steaks, pasta, and pizzas. Visit konagrill.com.



REALTY ONE INC.

Realty One Inc. is a full service residential real estate brokerage, dedicated to providing agents with the best support in the industry while setting the new standard with its 100 percent commission structure for agents. Call 702.898.1221 or visit realtyonegroup.com.



CRACKER BARREL OLD COUNTRY STORE

Cracker Barrel Old Country Store celebrated its grand opening with several team members, elected officials, Metro Chamber representatives, and community leaders. The restaurant brings together fresh ingredients and layers of flavors with the company's beloved Southern hospitality. Visit crackerbarrel.com.



MONTEVISTA HOSPITAL - RED ROCK BEHAVIORAL HEALTH HOSPITAL

PC

Montevista Hospital - Red Rock Behavioral Health Hospital announced its open house and ribbon cutting at 5900 W. Rochelle Ave. Call 702.364.1111 or visit montevistahospital.com.



BLACK BEAR DINER

Black Bear Diner celebrated its grand opening at 8565 W. Sahara Ave. with community leaders and Metro Chamber representatives. Its large portions of home-style cooking and warm, family atmosphere are hallmarks of every Black Bear Diner. Call 702.970.3706 or visit blackbeardiner.com.



URBAN SEED INC.

Urban Seed Inc. is a revolutionary homegrown urban farming concept with a goal of becoming the premier supplier of locally grown, low carbon impact fruits, vegetables, and micro greens in the local market. Visit urbanseed.com.

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To arrange your ribbon cutting, contact Georgia Allen at 702.586.3838 or email gallen@lvchamber.com



CASA DEL MATADOR

Casa del Matador celebrated its grand opening with several elected officials, the Metro Chamber, and community leaders and partners. Casa del Matador serves scratch-made Mexican cuisine and signature cocktails. Call 702.228.2766 or visit matadorrestaurants.com/summerlin.



USO LAS VEGAS

USO Las Vegas commemorated its RP/6 program grand opening with Base leadership, Congressional remarks and the Metro Chamber. The RP/6 is a program that is set up to assist its service members as they transition out of the military. Visit facebook.com/usolasvegas.com or donate at uso.org/donate/lasvegas.



DAVE & BUSTER'S AT DOWNTOWN SUMMERLIN

Dave & Buster's at Downtown Summerlin partnered with the Metro Chamber and Vegas Young Professionals for its Business Blend. Dave & Buster's is a national chain that features hand crafted bar food, great cocktails, video games, and large screen TVs. Call 702.984.4800 or visit daveandbusters.com.



THE HALAL GUYS

The Halal Guys announced its grand opening and first location in Nevada. The Halal Guys serves American halal food featuring meats seasoned with Middle Eastern and Mediterranean flavors. It defines a new, thriving segment for the industry with its distinctive fare of gyros, chicken, and falafel over rice. Visit thehalalguys.com.



MAIER GUTIERREZ AYON ATTORNEYS

Maier Gutierrez Ayon Attorneys at Law announced its brand new offices and celebrated its five-year anniversary. MGA is a litigation law firm representing individuals and corporations in personal and business litigation. Call 702.629.7900 or visit mgalaw.com.



NORTH AMERICAN SOLUTIONS, INC.

North American Solutions, Inc. (NASCO), home of the Natural World Vitamin Brand, is a marketing and distribution company with a line of dietary supplements formulated with patented and clinically studied ingredients. Call 702.262.7922 or visit naturalworldvitamins.com.



New EEOC Reporting Rules:

What You Need to Know to Stay Compliant

T

he U.S. Equal Employment Opportunity Commission (EEOC) issued its final rule updating EEO-1 reporting requirements for employers. The current EEO-1 report requires employers to report gender, race, and ethnicity of the employee. The new rules stipulate that pay data will be added to the equation.

Employers will be required to report aggregate W-2 wages and hours worked in 12 different pay bands for each of the 10 EEO-1 job categories and 14 gender, race, and ethnicity categories on the current form. Employers can obtain a sample of the new EEO-1 form to help prepare for the implementation of these new reporting requirements.

Private employers and federal contractors with 100 or more employees will have to report the summary pay data on the new form. Private employers with 99 or fewer employees will not have to file the reports; federal contractors and subcontractors with fewer than 50 employees will not need to file the EEO-1 report. Federal contractors and subcontractors between 50 and 99 employees will not need to report summary pay data, but will need to tally employees by job category, then by sex and ethnicity and race, as they did before, and report that information.

The new rule is meant to help identify and address wage gaps and pay discrimination between different genders and ethnicities, and seeks to balance out these gaps over time. The Metro Chamber submitted a letter during the public comment period, stating that while it supports endeavors to address wage inequity in the private and public sectors, it had major concerns about the heavy administrative burden the additional reporting would place on private employers.

The reporting requirements' implementation date has been rolled back from the original proposed rule, however. The new report will be due for the first time March 31, 2018, and will be due each March 31, each year thereafter. This year's reports were due September 30, which gives employers 18 months between this year's due date and 2017 EEO-1 deadlines to comply with the new requirements.

For employers falling into the categories above, the reporting requirements stipulate that employers must first categorize employees by EEO-1 job categories (these 10 have not changed with the new revisions), then by sex, and ethnicity or race. Next, employers will categorize employees by

pay bands; there are 12 (see table below). Employers will then tally the number of employees in each pay band by sex, and ethnicity or race, and report income provided in Box 1 of the W-2 form. Then, employers will need to report the total number of hours worked that year by the employees in each pay band. It is also important to note that the "workforce snapshot period" for the reporting is changing from July 1 - September 30 to October 1 - December 31.

TABLE 1: EEO-1 PAY BANDS

- | | |
|------|----------------------------|
| (1) | \$19,239 and under; |
| (2) | \$19,240 - \$24,439; |
| (3) | \$24,440 - \$30,679; |
| (4) | \$30,680 - \$38,999; |
| (5) | \$39,000 - \$49,919; |
| (6) | \$49,920 - \$62,919; |
| (7) | \$62,920 - \$80,079; |
| (8) | \$80,080 - \$101,919; |
| (9) | \$101,920 - \$128,959; |
| (10) | \$128,960 - \$163,799; |
| (11) | \$163,800 - \$207,999; and |
| (12) | \$208,000 and over. |

The Metro Chamber will continue to keep its members informed, educated, and apprised on these new reporting requirements during the interim and to ensure its members stay compliant with these new changes. For more information on these new requirements, visit eeoc.gov.

*Wake
up your
smart.*



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Speed Dating for Small Business

A Rapid Resource Business Event

**Thursday, December 8, 2016
4 p.m. – 5:30 p.m.**

Vegas PBS Campus 3050 E. Flamingo Rd.
Las Vegas, NV 89121

Get Your Questions Answered By the Experts:

- How do I get training for my new employees?
- How do I get a business license?
- How are business taxes calculated?
- Do I need business insurance? How much? What type?
- What are the wage/hour laws in Nevada?
- How do I get on the list to receive government contracts?

RSVP to Akita McCulloch at
amcculloch@VegasPBS.org
or 702.799.1010 x5369

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NOVEMBER 17
VYP FUSION MIXER AT
MONTECRISTO CIGAR
BAR, CAESARS PALACE
6:00 – 8:00 p.m.

VYP Members:
\$10 – in advance
\$15 – at the door
Non-Members:
\$15 – in advance
\$20 – at the door

NOVEMBER 29
BIGWIG LUNCH TIME
FEATURING JUSTIN
WENIGER, CEO OF LIFE
IS BEAUTIFUL AND CO-
FOUNDER OF WENDOH
MEDIA

11:30 a.m. – 1:00 p.m.
Open exclusively to
VYP members.
\$15 – in advance
\$20 – at the door

For more information
or to register, visit
VegasYP.com.

ENTREPRENEURS The Leaders of Our Future

By: Matthew Lindsey, VYP Marketing Chair & Entrepreneur

November is National Entrepreneurship Month – a chance to celebrate and acknowledge the risk takers, thinkers, dreamers, and doers that make this country alive with bold ideas and progress.

Small businesses make up 64 percent of new private sector jobs. What does that mean? Everyday individuals like you and me saw a need in the marketplace and combined their talent and passion with ingenuity to create a solution.

I want to take it a step further and utilize this month to inspire, encourage, and empower you to take a leap of faith and give into your entrepreneurial desires. If you've ever dreamed of branching out and becoming a self-made entrepreneur consider these steps to jumpstart your journey.

HAVE A PLAN. THINK BIG.

Success isn't an accident. It's a product of strategic planning and discipline. Spend the time and money on a strategic business plan that outlines a step by step plan on reaching your goals. The key here is to start with the end in mind, then

reverse engineer the action steps to ensure nothing gets missed.

START SMALL.

Taking the leap of faith into entrepreneurship can be scary. The lack of financial security alone is a huge barrier of entry for many. Start small working on your business on nights and weekends until you can match your current income, then you will have the confidence to go all in.

SOLVE A PROBLEM.

Be aware of the current societal needs and commit to finding a solution to solve the shortcomings for an existing product or service. You don't have to reinvent the wheel, just make it more efficient and sustainable. I personally saw a lack of resources for eco-friendly, safe, cleaning services in the Las Vegas valley, so I seized on the opportunity to bridge that gap.

SURROUND YOURSELF WITH SMARTER PEOPLE.

Over the years I've created, owned, and worked in multiple businesses across a variety of industries: telecommunications, entertainment, radio, marketing, consumer protection, and numerous service

vyp **VEGAS YOUNG PROFESSIONALS**

FUSION MIXER
 Thursday, November 17, 5:30 - 7:30 p.m.
 @ Montecristo Cigar Bar,
 inside Caesars Palace

Register now at **VegasYP.com**
 Free for VYP Members

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based business. For years I was stubborn and wouldn't allow anyone to partake in high level tasks; I took pride in spending 17-hour days at the office. It wasn't until a mentor of mine finally talked some sense into me that I started to delegate and trust that others would be a good steward of my business. I built a team of people that were smarter than me, leveraging their talent to fast track the company to success. Empowering others to live at their full potential and talent can help your company scale and grow exponentially. I'm living proof.

FOLLOW YOUR PASSION.

I won't be cliché and say that if you do what you love, you'll never work a day in your life. (Wait, did I accidentally just say it?) Passion is the cornerstone of your brand. It keeps you from being complacent, promotes innovation, and pushes you to the finish line when you are burned out and tired.

NEVER GIVE UP.

It's important to understand the risks and rewards of becoming an entrepreneur. You're going to live through feast and famine seasons, you're going to survive on only a few hours of sleep a night, and you're going to have to make many sacrifices. Enduring these side effects of growth can be scary at times, but along with your entrepreneurial spirit comes tenacity, courage, and the conviction to succeed.

Vegas Young Professionals is an organization committed to supporting those in our community willing to take risks and pioneer innovation. We are a group of like-minded individuals with the dream to do more. I'm happy to share any insight and encouragement with you or if you have any questions on how to get started or want to share your success story, email me at Marketing@VegasYP.com.

The Final Word

OCTOBER ACCOMPLISHMENTS

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his October was a celebration of Chamber members, employees, and community supporters. In addition to playing a significant role in the special legislative session, the Metro Chamber created opportunities for its members through interactive educational, relationship-building, and advocacy-driven programs. Here are some of the ways the Metro

Chamber worked for you in October.

- During the special legislative session, played pivotal role in the passage of the bill that provides the funding for the expansion of the Las Vegas Convention Center and the construction of a domed NFL-ready stadium that will also house UNLV's football program. These critical infrastructure projects will ensure our core tourism industry's dominance in the events and convention business.
- Bolstered the benefits of the expansion of the Las Vegas Convention Center and the construction of a domed stadium in an op-ed by Metro Chamber President and CEO Kristin McMillan, published in the *Las Vegas Review-Journal*.
- Supported Nevada Attorney General Adam Laxalt's legal challenge to suspend the new Department of Labor overtime rules that will have no exemptions for small businesses and will create a burden for employers.
- Heard from U.S. Congressman Crescent Hardy on federal legislation that impacts the Southern Nevada business Community at Eggs & Issues at Texas Station.
- Celebrated the completion of the inaugural Public Policy Leadership Series class, which will give policymakers and those who wish to serve in a public capacity the tools and resources to govern effectively.
- Facilitated interactions and fostered new business relationships throughout the Valley during the Fall Neighborhood Mingle Series, where members met in intimate groups around Las Vegas to make new connections.
- Invited new members to introduce their business and learn about the Metro Chamber offerings and programs to help them grow their business during the New Member Orientation.
- Engaged with Nevada's leaders and heard about issues impacting our state and the business community at Cocktails & Conversations featuring County Commissioners Steve Sisolak and Larry Brown at Las Vegas Harley-Davidson.
- Highlighted ways businesses can protect their operations during Chamber University sessions, which included how to mitigate the risk of a cyber attack, the importance of conducting employee background checks, and discussing the new Department of Labor overtime rules.
- Invited President's Club members to an exclusive breakfast event at The Smith Center, where a panel of D.C. insiders discussed the final presidential debate and what it meant for Nevada.
- Levelled up our networking game and made new connections with Metro Chamber members and Vegas Young Professionals during Business Blend at Dave & Buster's at Downtown Summerlin.
- Welcomed VYP members for a Business 101 panel discussing how to set boundaries in the workplace.
- Celebrated employees throughout the Valley during a fun and gratitude-packed Customer Service Excellence Week.



FLU FAQ

Q How do you save on your prescription flu medication?

A Nevada Drug Card.



EXAMPLE PRICING

DRUG NAME	QTY	RETAIL	DISCOUNT	SAVINGS
Flumadine 100mg	30	\$139.00	\$75.37	46%
Rimantadine 100mg	30	\$131.00	\$36.63	74%
Amatadine 100mg	30	\$87.99	\$39.40	38%
Rapivab 200mg/20ml	1	\$454.99	\$323.70	28%
Tamiflu 45mg	10	\$174.99	\$137.42	21%
Relenza 5mg	20	\$69.99	\$65.52	6%

**SAVE UP TO 75% ON YOUR
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For more information please contact: Suzanne Domoracki • suzanne@nevadadrugcard.com • 702-510-0100

*Discounted prices were obtained from participating pharmacies. Prices vary by pharmacy and region and are subject to change.

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Tuesday, November 15, 2016

11:30 a.m. – 1:15 p.m.

The Orleans Hotel & Casino

4500 W. Tropicana Ave.

To Register

702.641.5822 or **LVChamber.com**

\$45 per person, \$450 per table



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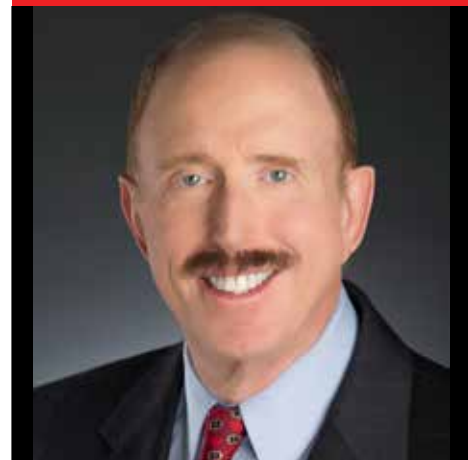


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**THURSDAY,
DECEMBER 8**

11:30 A.M. - 1:00 P.M.

**The Cosmopolitan of
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3708 Las Vegas Blvd S

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702.641.5822**